



Fourth Estate Manpower Tracking System

The Fourth Estate Manpower Tracking System (FMTS)

The FMTS, formerly known as the OSD Manpower System (OMS), is based on Joint Staff J-1's electronic Joint Manpower & Personnel System (eJMAPS) and will be the manpower system of record for OSD, the non-intelligence Defense Agencies and Department of Defense (DoD) Field Activities, and the Joint Community.

The OSD Manpower Initiative Action Group officially changed the name of the system from OMS to FMTS during its August 2012 meeting. This new name more clearly and accurately represents the system, and the definition of 4th Estate in DoDI 7730.64 aligns with the use of the term.

FMTS will:

- Empower these organizations to match "faces" (people) with "spaces" (jobs/positions) that directly support each organization's mission
- Improve Total Force planning needed to support future missions and goals

The Need for FMTS

Currently, OSD and the non-intelligence Defense Agencies and DoD Field Activities do not have an integrated manpower capability to manage, report on, and provide near real-time visibility of the Total Force (civilian and military positions). Existing systems and processes require extensive manual intervention to execute manpower tasks. In addition, they do not efficiently support the full manpower management lifecycle or provide the analytical tools necessary for risk analysis.

Funding and Management

Resource Management Decision 700 funds FMTS for Fiscal Year (FY) 12–16. Joint Staff J-1 is currently the FMTS program manager and system administrator, and will provide all FMTS-related training through the end of FY12. Personnel and Readiness Information Management (P&R IM) will assume responsibility for FMTS in FY13.

Benefits of FMTS

FMTS will:

- Eliminate labor-intensive position management and reporting processes
- Streamline Total Force manpower planning, programming, position management, budgeting, and accounting into a single system
- Allow organizations to manage manpower based on funding and budget instead of by manpower end strength and tables of authorization, as the Services will continue to do
- Establish rules and permissions to ensure each organization's data is not visible to other organizations
- Establish an authoritative data source for DoD and Congressional reporting (e.g., DoD Instruction 7730.64 Automated Extracts of Manpower and Unit Organizational Element Files) and for data sharing with DoD business and warfighting systems
- Comply with Strategic Management Plan guidance to reduce the cost of doing business and achieve greater efficiencies in OSD, the non-intelligence Defense Agencies, and the DoD Field Activities

Benefits to DoD Leadership

FMTS will:

- Eliminate the need to fund stand-alone manpower and position management systems, tools, and databases
- Provide actionable and near real-time visibility of military and civilian positions, as well as the personnel assigned to them
- Provide a standardized way to input and maintain manpower data, making it easier to compile, understand, and analyze

**Learn More
About FMTS**

Visit P&R IM's website for more information about FMTS:
http://www.prim.osd.mil/init/init_fourthestatemanpower.html